

Faculty Benefits Committee Annual Report

September 2013 – August 2014

Committee Members: Wayne Book (CoE-ME, retiree representative), Doug Britton (GTRI-ATAS), Michael Elliott (CoA-City & Regional Planning), Jason Freeman (CoA-Music; chair), Amy Herron (Controller's Office – Staff Appt.), Debra Lee (OIT – Staff Appt.), Tommy Little (Facilities – Staff Appt.), David Millard (GTRI-ICL), Stella Richardson (Library), Scott Morris (OHR), Lionel London (student), Nazia Zakir (Executive Board Liaison).

Below are the key issues addressed by the committee in 2013-2014:

- **Charter:** The committee's outdated charter does not reflect the current role of the committee, Georgia Tech, and the Board of Regents with respect to benefits. The committee drafted proposed revisions to the charter to better reflect the scope of its activities and the current role of the committee and submitted them for consideration. It also strongly recommended changing its name from "Faculty Benefits Committee" to "Benefits Committee" to better reflect its membership and consideration of faculty, staff, retirees, and students.
- **Recruitment and Retention Issues:** The committee identified critical issues to recruitment and retention including salary freezes, the rising cost of health care to employees, parking rate increases, and limitations imposed by the current Job Classification and Compensation system. Concerns and recommendations were shared in a memo to senior Institute leadership in May, requesting a response in either person or writing.
- **Voluntary Benefits and Health Care RFP:** As the Board of Regents centralized control of most voluntary benefits (such as dental, vision, and disability) and conducted its five-year RFP for health plans, the committee was alarmed by lack of formal GT representation in these processes. In May, the committee was able to meet with the Board of Regents benefits representative to give direct feedback and make recommendations for formal GT representation.
- **Child Care:** The committee noted declining enrollment at the two GT child care centers this year, received multiple complaints from parents, and reviewed annual parent surveys showing a significant decline in satisfaction. We worked with Auxiliary Services to create new mechanisms for GT to directly solicit feedback on the centers, and we have passed data along to OHR and the Executive Board. Our hope is that with a more stable administrative structure now in place at the centers, the situation will improve.
- **Donated Sick Leave:** The committee worked with OHR to improve communication, reporting, and review associated with the donated sick leave pool.

The committee reiterates its strong interest in working more closely with Institute leadership on these and other issues and in particular believes it can effectively fulfill its mission only through active engagement with the Associate Vice President of Human Resources, an ex officio member of the committee who neither attended any of its meetings during the 2012-2013 or 2013-2014 academic years nor participated through other forms of regular communication or dialogue.